

FROM THE DIRECTOR ACQUISITION SUPPORT CENTER

I'm pleased to announce that the Acquisition Support Center (ASC) has launched its *new* and *improved* Web site at <http://asc.rdaisa.army.mil>. The Web site is our prime means of communicating with prospective members of the Acquisition, Logistics and Technology Workforce (AL&TWF) and of promoting the accomplishments of current AL&TWF members. I hope you will bookmark our site and visit it at least once a day.

ASC is gearing up for this year's Acquisition Senior Leaders' Conference, to be held August 11-14, 2003, in Seattle, WA. This invitation-only event, themed "Strengthening Our Link with the Warfighter," is our opportunity to meet with top senior acquisition leaders and spend some quality time with soldiers at Fort Lewis, WA.

Be sure to mark your calendar for the Fourth Annual Army Acquisition Corps (AAC) Ball that will be held at the Hyatt Regency Crystal City, VA, Sunday, October 5, 2003. The AAC Ball precedes the Association of the United States Army's 2003 Annual Meeting, October 6-8, in Washington, DC. ASC will represent the AAC at this prestigious event. So stop by, say hello, and take a look at our new booth, which showcases our many acquisition professionals' accomplishments and links those accomplishments to our warfighters' success on the battlefield.

I'd like to take this opportunity to welcome ASC's new Strategic Communications Director, Mike Roddin. He is leading ASC's efforts to promote the U.S. Army Acquisition Workforce Campaign Plan and all other ASC communication and outreach activities. (See related article on Page 40.)

COL Mary Fuller
Director
Acquisition Support Center

From The ASC FA51 Proponency Officers

In an effort to achieve better customer relations and information exchange, the Lockheed Martin Program Management Institute (PMI) has redesigned its curricu-

lum and opened its doors to military program managers. The executive-level course targets promotable majors through colonels and is held in the Washington, DC, metropolitan area at the new Center for Leadership Excellence in Bethesda, MD.

PMI's objective is to get at least one uniformed officer from each Service at every course offering. There is no tuition fee to military program managers and this calendar year has two remaining offerings: Sept. 9-12 and Oct. 28-31, 2003.

The course is designed to be an intensive 3½ days and will feature a number of Lockheed Martin and outside speakers. Moreover, it will address the challenges of managing large, complex programs, particularly those with high visibility and/or risk; share lessons learned and best practices in program management techniques; and strengthen intracompany program management cooperation and teamwork. The course is not mandatory and is offered as professional development only.

Members of the Army Acquisition Support Center attended the pilot offering in May 2003. A report on the course's validity will appear in a future issue of *Army AL&T* magazine. Contact MAJ John Lemondes and Al Kinkella at the following addresses for military and civilian workforce questions respectively:

john.lemondes@us.army.mil
alan.kinkella@us.army.mil

Army Acquisition Corps Ball

This year's Army Acquisition Corps Ball will be held Oct. 5, 2003, at the Hyatt Regency Crystal City, 2799 Jefferson Davis Highway, Arlington, VA. Cost of the ball and dinner is \$65.00 per person. This year's theme is "To The Soldier," and Program/Product Manager and Acquisition Commanders of the Year Awards will be presented. Dress for the evening is Army blue or mess and black tie for civilians. For more details and reservation information, contact Jean Aleman (703) 806-3837.

ASC Shoulder Sleeve Insignia And Distinctive Unit Insignia

There have been many questions about the Acquisition Support Center's (ASC's) shoulder sleeve insignia (SSI) and distinctive unit insignia (DUI). These questions include: which individuals are authorized to wear the insignias, and are they considered the Army Acquisition Corps (AAC) insignia? This overview will clarify misconceptions in the field about ASC's SSI and DUI.

CAREER DEVELOPMENT UPDATE



ASC SSI Symbolism: Black, white, and yellow are the colors of the AAC emblem. The Greek letters alpha and omega are adopted from the AAC's emblem and symbolize the intricate and continuous acquisition process and mission.



ASC DUI Symbolism: Black, white, and yellow are the colors of the AAC emblem. The eagle, our national symbol, represents vigilance and military preparedness. Laurel symbolizes honor and achievement.

Background

The current SSI and DUI were approved by the Institute of Heraldry for the U.S. Army Acquisition Executive Support Agency (AAESA) in 1998. When the Acquisition Career Management Office and AAESA were merged to create the Acquisition Support Center in 2002, ASC retained the SSI and DUI of AAESA.

ASC's SSI and DUI patches are to be worn only by those military personnel assigned to the ASC Table of Distribution and Allowances (TDA). This includes those Program Executive Offices (PEOs) and staff elements assigned to the ASC TDA. Another indication that you are allowed to wear the patch is if your Military Acquisition Position List (MAPL) number begins with "AE." This is a position under the ASC TDA.

In a survey conducted last fall regarding the ASC SSI, respondents from various PEOs said that they would like to have an SSI and DUI. Because all PEOs are assigned to the ASC TDA, they are authorized to wear the ASC SSI and DUI. This includes the two most recent PEOs stood up under ASC—Program Executive Office for Simulation, Training, and Instrumentation and Program Executive Office for Chemical and Biological Defense.

Although the patches are based on the AAC logo, they are not an Acquisition Corps SSI or DUI, nor are they prescribed for wear by individuals not assigned to the ASC TDA. Individuals assigned to other organizations or units should wear the SSI and DUI of their respective organization or unit. For example, a contingency contractor assigned to the 82nd Airborne Division should wear the SSI and DUI of the 82nd Airborne.

There is no plan to develop an AAC SSI or regimental affiliation. Although it is the Army Acquisition Corps, military personnel are actually managed as a functional area, not a true branch. Military personnel retain their basic branch and are managed by the Acquisition Management Branch at U.S. Total Army Personnel Command.

For information on obtaining the SSI or DUI, contact SGT Dorothy Jackson, Administrative Noncommissioned

Officer, ASC, at (703) 805-2924, DSN 655-2924, or Dorothy.Jackson2@us.army.mil.

CON 353 Pilot Courses

Effective Oct. 1, 2003, CON 353 will replace CON 301 and CON 333 and will be the new Level III course required for certification training in contracting. Two pilot courses are scheduled in the 4th quarter.

Pre-Course Start	Resident Start	Resident End	Pilot Location
Jul. 14, 2003	Aug. 12, 2003	Aug. 22, 2003	Fort Belvoir
Aug. 11, 2003	Sep. 9, 2003	Sep. 19, 2003	Fort Belvoir

Individuals requiring Level III certification in contracting who have not completed CON 301 or CON 333 should apply for one of the pilots.

As part of the e-mail notification of attendance, the student will be directed to the CON 353 course Web site at <http://qp.dau.mil/con353>. Students will be given their pre-course assignments at that site.

Pre-course work includes students starting assignments that they will finish in class. An example of one of the pre-course assignments is meeting with the supervisor to identify a local contracting-related challenge and describing the challenge to the class. As part of the course, students will recommend solutions to their supervisors. Specifically, they will develop a point paper and material for their organizations.

Another example of pre-course work is that the class will be assigned a senior leader challenge to work as part of the course. Students will work together to take a position on the challenge and to develop recommended approaches and alternatives. Students will brief a senior leader at the end of the course.

If you have completed CON 333 but not CON 301 by Sept. 30, 2003, then your Level III contracting Defense Acquisition Workforce Improvement Act certification training requirements are satisfied, and you are not required to complete CON 353.

If you have completed CON 301 but have not completed CON 333 by Sept. 30, 2003, then you will be required to take the new CON 353. All but four CON 301 classes will be removed from the 4th quarter Defense Acquisition University schedule. All CON 333 classes will initially be removed from the 4th quarter, then additional classes will be added back to the 4th quarter schedule to support individuals who need CON 333 to complete their certification training this fiscal year.

CDG Program Member Defends Our Country

Competitive Development Group (CDG) Program Year Group 01 member LTC Kenneth L. Wright, who was recently selected Product Manager (PM) on the FY04 LTC/GS 14 PM/Acquisition Command Board, has been called to active duty. He was mobilized for 90 days to Aberdeen Proving Ground, MD, where he served as Battalion Commander.

Wright is the Commander of the 326th Maintenance Battalion, located in Owings Mills, MD. The 326th Maintenance Battalion has more than 700 soldiers assigned with a variety of maintenance specialties. The work performed is primarily on wheeled equipment and vehicles. The 326th was constituted in the U.S. Army in 1943 and served in the European theater during World War II. The unit received campaign participation credit for the Rhineland, Ardennes-Alsace, and Central Europe campaigns.

Wright is a member of the Army Acquisition Corps and the CDG Program. His last civilian position was with Project Manager, Information Management and Telecommunications working on the Pentagon Renovation Program. Previously, he has been assigned as Acting Executive Officer for the Military Deputy to the Assistant Secretary of the Army for Acquisition, Logistics and Technology; Acquisition Manager, on the Future Combat Systems Task Force; Staff Action Officer, Troop Support, Office of the Deputy Chief of Staff for Logistics; and Assistant Program Manager with the Marine Corps Systems Command and the Navy Sea Systems Command.

Wright has a bachelor's degree from the University of South Carolina and an M.B.A. from Strayer University. He also graduated from the U.S. Army War College with a master's degree in strategic studies and completed the Advanced Program Manager's Course at the Defense Systems Management College. He is Level III certified in program management and acquisition logistics and Level I certified in information technology. In addition, Wright is a recipient of the Achievement Medal for Civil Service and numerous exceptional performance awards.



PERSCOM Notes...

FY02 Colonel Promotion Board Results

The release of any promotion list is always followed by an exhaustive data analysis to "map" the characteristics of the considered and selected populations. This article summarizes the Acquisition Management Branch's analysis of the Army Acquisition Corps (AAC) population for the FY02 Colonel Promotion Board.

Overall AAC Results

The selection board chose 40 officers for colonel from all zones of consideration. Board members reviewed the files of 55 AAC officers in the primary zone. From this population, 35 officers were selected for promotion. The resulting selection rate of 63.6 percent was above the Operational Support Career Field rate of 54.7 percent and above the Army Competitive Category rate of 52.8 percent. The Army Competitive Category rates are based on published career field statistics.

Board members also reviewed the files of 30 AAC officers from above the zone. From this population, three officers were selected for promotion, a selection rate of 10 percent. The above-the-zone Operational Support Career Field selection rate was 5.5 percent, and the above-the-zone Army Competitive Category selection rate was 2.8 percent.

Board members further reviewed the files of 66 AAC officers from below the zone. From this population, two officers were selected for promotion, a selection rate of 3.03 percent. The below-the-zone Operational Support Career Field selection rate was 6.7 percent; the below-the-zone Army Competitive Category selection rate was 6.5 percent.

Primary Zone Promotions

Of the 35 AAC officers selected in the primary zone, 31 officers (88.57 percent) were either current or previous centrally selected product managers (PMs) or acquisition commanders (ACs). Of these 31 officers, 26 had at least two command Officer Evaluation Reports (OERs) in their board file.

The average number of command OERs for primary zone officers selected was just under three. All officers had only DA Form 67-9 command OERs. Selectees had an average of two above-center-of-mass command (ACOM) OERs and an average of less than one center-of-mass (COM) command OER. Officers selected had ACOM and COM+ files.

Fifteen of the 35 primary zone officers selected (42.9 percent) were not Senior Service College (SSC) graduates or selectees prior to the FY02 Colonel Promotion Board.

The majority of selectees (88.57 percent) served or are currently serving as a Command Select List (CSL) PM or AC. No trends were noted with respect to any other category of duty positions.

CAREER DEVELOPMENT UPDATE

Eighty-one percent of the officers selected served in the Military District of Washington (MDW) at some time during their acquisition careers. A large portion (22 percent) of the officers also served at Fort Monmouth or Picatinny Arsenal, NJ. Other previous acquisition tour locations included Arizona, California, Florida, Georgia, Kansas, Maryland (outside MDW), Michigan, Missouri, North Carolina, Texas, Virginia (outside MDW), Bosnia, Germany, Korea, Kosovo, Saudi Arabia. (No military or civilian school locations were included.)

A large portion of selectees had served in the Army Materiel Command (71 percent) or the Acquisition Support Center (65 percent). However, this is not indicative of any trend; it is simply a result of which commands "own" acquisition positions.

Above And Below The Zone

All of the officers selected above and below the zone were current or former PMs or ACs. Eighty percent of these completed or were selected to attend SSC. Duty locations during their acquisition careers varied (Arizona, California, District of Columbia, Maryland, Michigan, Missouri, New Jersey, Virginia, Washington, Honduras, and Kuwait). Seventy-five percent of these officers had served in the MDW. As with the primary zone selectees, the above- and below-the-zone officers served in a wide variety of commands. Sixty percent were assigned to the Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology at some point in their careers.

Selectee Trends

Based on this analysis, officers competitive for promotion to colonel generally are serving or have served successfully as a PM or AC. Command performance evaluations include (on average) two ACOM and one COM ratings under the DA Form 67-9 OER system. Overall file quality was ACOM or COM+ (i.e., performed well in whatever positions they have held).

Who Was Not Promoted?

Of the 20 officers in the primary zone not selected for promotion to colonel, two were either current or former PMs or ACs. Eighteen officers not selected for promotion had not served as a lieutenant colonel PM or AC.

As with selectees, other than CSL PM or AC, no trends were noted regarding duty positions. With respect to assistant PM and deputy PM positions, officers selected for promotion did not hold these positions at any greater rate than did officers who were not selected.

A large number of these officers (65 percent) served acquisition tours in the MDW. Other previous tour locations included Alabama, Arizona, California, Florida, Georgia, Kansas, Kentucky, Maryland (outside MDW), Michigan, Missouri, New Jersey, New York, Ohio, Texas, Virginia (outside MDW), Canada, Germany, Greece, Kwajalein Atoll,

Saudi Arabia, Turkey, and the United Kingdom. Several officers also served short-term rotations in Saudi Arabia and Somalia. These duty locations are very similar to the duty locations listed for the officers selected for promotion.

Officers not selected for promotion (regardless of whether they were current or former PMs or ACs) had an average of one ACOM and two COM DA Form 67-9 OERs. The majority of officers not selected for promotion had overall COM+ or COM performance files.

Nonselectee Trends

Officers with straight COM OERs are not competitive for promotion to colonel. Officers with COM+ and ACOM files are competitive if they have performed very well (strong COM+ or ACOM) as a lieutenant colonel PM or AC. Late selection for PM or AC can lead to nonselection if the officers do not have any, or a significantly less than the average number of, PM or AC OERs in their board file. Late selection is defined as being selected or activated from the alternate list on your third or fourth looks for lieutenant colonel PM or AC (i.e., timing such that you could not expect to have the average number of command reports before your primary zone look for promotion to colonel). Duty positions (with the exception of PM or AC), duty locations, and specific commands do not show any type of trend.

General Observations

The file quality of officers selected for promotion continues to be strong. Because of the tough competition, not all successful PMs or ACs will get promoted. Early selection for lieutenant colonel PM or AC can improve the chances of selection simply because of the additional command evaluations available for the board's review (assuming the evaluations support promotion). COM evaluations should have substantive narrative comments provided by senior raters, which should focus on an officer's potential.

Summary

Competition for promotion to colonel is extremely high. Strongly documented duty performance (including command) is the key to selection. Additionally, officers in all zones should personally review their Officer Record Brief and microfiche to ensure the information is accurate and complete. Photos that are more than 2 years old, are in full-length format, are not current (e.g., awards), or are not particularly good should be replaced.

The bottom line is that promotion to colonel is very tough. Because of AAC shortages at the colonel level, the AAC received a promotion floor this year that resulted in a small number of officers getting promoted who did not command at the lieutenant colonel level. However, overall file quality in addition to ACOM/COM+ performance as a lieutenant colonel PM or AC is crucial.

CAREER DEVELOPMENT UPDATE

FY02 AAC Colonel Selectees

The following is a list of acquisition officers selected for colonel by the FY02 Colonel Promotion Board.

Abercrombie, Henry Eugene
Bonheim, Michael Eugene
Brouse, Steven Michael
Burnett, Donald James
Carson, Peggy Roxanne
Colon, Angel Luis
Coutteau, Charles George
Dixon, Timothy Dean
Eberle, Nathan Roy
Economy, Anas Tommy III
Eveland, George Dean Jr.
Fierko, Francis Xavier
Goddette, Timothy Gerard
Grubb, Susan Kay
Hansen, Richard Donald Jr.
Harris, Earnest David
Harrison, Theodore Courtland
Incorvati, Anthony Ralph II
Jones, Kermit Calvin
Kendrick, Robert III
Lambkin, Glen David Jr.
Mahanna, Cory Wade
McGuire, Paul Arthur Jr.
Montford, Leonard Ray Jr.
Neumann, Susan Bottorff
Parker, William Ernest
Ralph, James Robert III
Ramos, Enrique
Rider, Mark Devor
Scarbrough, Jess Allen
Sears, George Albert II
Stevenson, William Wayne
Stoleson, Michelle Darling
Sullivan, Christopher Cyril
Ulsh, Gregory Jay
Vaughn, John Kendrick
Waller, Henry Hall
Walters, Stephen
Wolfe, Daniel Glenn
Yarborough, Michelle Faith

FY04 LTC/GS-14 PM/AC Board Results

The U.S. Total Army Personnel Command's (PERSCOM's) Acquisition Management Branch (AMB) recently completed an analysis of the FY04 Product Manager (PM)/Acquisition Command (AC) Board results and overall command opportunity for Army Acquisition Corps

(AAC) officers and civilians. The selection board was held Dec. 7-13, 2002, and the selection list was released April 3, 2003. The following paragraphs summarize the results and indicate possible trends.

Overall Results

Board members reviewed the files of 294 AAC members and selected 48 principals for PM, AC, or contracting command assignments. The selectees included 39 acquisition officers, 3 Medical Service (MS) officers, and 6 acquisition civilians. Of the 42 military officers chosen, 28 are slated for PM or AC assignments, while 14 are slated for contracting command assignments. The overall selection rate was 16 percent. The military selection rate was 17 percent (42/241), and the civilian selection rate was 11 percent (6/53). Officer results by year group (YG) are as follows (not inclusive of revalidated or MS officers): YG87 (6), YG86 (17), YG85 (9), YG84 (5), YG83 (1), and YG82 (1).

Who Was Selected?

All of the civilians and more than 90 percent of the officers slated for PM or AC assignments served as assistant or deputy PMs. Additionally, more than 85 percent of those slated in PM or AC assignments served on a major headquarters staff (such as Army Test and Evaluation Command; Office of the Assistant Secretary of the Army for Acquisition, Logistics and Technology; or Army Materiel Command (AMC)) and/or an executive officer assignment. Eight of the 14 officers (57 percent) slated to be contracting commanders had at least 4 years contracting experience at either the Defense Contract Management Agency, Defense Logistics Agency, AMC or Forces Command. Four officers with only a program management background were slated to contracting commands. Everyone selected has a master's degree, and one officer has a Ph.D. Nine officers were not previously selected for resident Command and General Staff College but completed the nonresident course.

General Observations

Consistently strong evaluations were common among selectees. The average number of Officer Evaluation Reports (OERs) under the new DA Form 67-9 was 4.6 for selectees, 4.9 for alternates, and 4.9 for officers not selected as a principal or an alternate. The average number of above-center-of-mass OERs under the DA Form 67-9 was 3.5 for selectees, 2.8 for alternates, and 1.8 for officers not selected as a principal or an alternate. The average number of center-of-mass OERs under the DA Form 67-9 was 1.1 for selectees, 2.1 for alternates, and 3.1 for officers not selected as a principal or an alternate.

The civilians selected as principals and alternates had very strong comments on their Senior Rater Potential Evaluations (SRPEs). In addition, they had previously been

CAREER DEVELOPMENT UPDATE

selected for either the Competitive Development Group Program, Senior Service College Program, or had performed duties as a deputy project/product manager. For military officers, the trend for first-look selection continues. For civilians, the principals and alternates were selected on their second or third time considered.

Conclusion

Before future PM/AC boards convene, it is imperative for officers to personally “scrub” their Officer Record Brief and microfiche to ensure that accurate information is conveyed to board members. Approximately 180 days prior to the board convening, officers should check their Official Military Personnel File (OMPF) online at <https://www.perscom.army.mil>. (Click on the OMPF icon.) You will need your Army Knowledge Online user name and password to access your OMPE. Traditionally, the board meets in December each year. Until the Army Selection Board System is fully operational, AMB will scrub packets for officers in the zone of consideration 30-45 days prior to the date of the board. If your official photo is more than 2 years old, replace it. Prior to taking a new photo, check the awards, branch, and U.S. insignia on your uniform. Attention to detail makes a difference. Until further notice, two hard-copy photos must be forwarded to PERSCOM along with the electronic Department of the Army Photograph Management Information System photo.

To be competitive for future selection as a PM or commander, captains and majors should seek career-broadening experiences. Officers should seek jobs that offer experiences in program management, combat development, testing, and contracting. With a limited number of positions in program offices, PERSCOM will continue to rotate captains and majors at 24- to 36-month intervals to ensure a sufficient pool of experienced, qualified officers for future PM and command positions is available. Officers who want to be competitive for contracting commands should seek contracting officer positions in pre-award, post-award, and contingency contracting officer environments.

Civilians should take time to ensure that their application packages are complete and contain all required documents. Special attention should be given to ensuring the information contained on the Acquisition Career Record Brief (ACRB) is accurate. Dates reflected on the ACRB should match dates shown on the résumé (e.g., dates of assignments on ACRB should match dates recorded on the résumé). Current ACRBs may be obtained from Acquisition Career Managers (ACMs) and submitted with application packages. Discrepancies such as missing evaluations should be explained. Remember, the application package reflects your career and defines your training, education, and experience to

the board. Civilians must also stress to their supervisors the importance of the SRPE. Weak comments or the lack of comments may negatively impact the board's selection decision. Your ACM at PERSCOM is the best source of information with respect to board preparation.

Congratulations to the following lieutenant colonel, major promotable, and GS-14 PM/AC selectees. (Note: Civilians are indicated by an asterisk.)

Baez, Jose Luis
Ballew, Mark Edward
Barracough, Brett Allen
Bernitter, Travis Laymon
*Brewer, Carlton E.
Bushey, Douglas Bowers
Carrick, Kenneth George
Cole, William Edward
Contreras, Andres
Daniels, Debra Deena
Day, James Victor
Dedecker, Craig Alan
Dietz, James Eric
Fahy, Stephen Robert
Finley, Alfonso Jay
Fouse, Scott Dale
Hess, John Powers
Hinds, John Conrad
Jacobsen, Scott Alan
Jones, Walter
Kelleher, John Henry Jr.
Lazar, John Matthew
Leaphart, John Russell
Lindsay, Michael Anthony
Marion, Robert Lee
*Martin, Jose F.
Mason, William Ross
Morton, Dwayne Allan
Nagel, James Roger
*Nichols, Marvin W.
Noble, Earl David
Peterson, Kevin Bryan
Rand, Jaimy Susanna
Riggins, David Wilburn
*Rubens, Shirley C.
Schleder-Kirkpatrick, Lisa R.
Smith, Earle II
Smith, Todd Lyndall
Tamilio, Douglas Alan
Tarca, Kenneth Robert
*Thomas, Robert L.
Trulock, Troy Eugene
Wood, Kelvin Renard
*Wright, Kenneth L.
Young, Reed Fisher
Zoppa, Robert Joseph

FY03 Army Experimental Test Pilot Board

One of the responsibilities of the U.S. Total Army Personnel Command's Acquisition Management Branch (AMB) is to manage the Army's Experimental Test Pilot (XTP) Program. This 11-month program is open to active duty Army aviators and is offered at the U.S. Naval Test Pilot School (USNTPS), Patuxent River Naval Air Station, MD.

AMB conducted the FY03 U.S. Army XTP Selection Board on Feb. 19-21, 2003. The XTP Board's mission was to select the best-qualified commissioned and warrant officers as candidates to attend the USNTPS, with ultimate certification as a U.S. Army Experimental Test Pilot. Congratulations to the following "best-qualified" commissioned and warrant officers selected to attend the USNTPS:

Buhr, Todd CPT
Crispino, Jesse A. CPT
Frasier, Johnathan B. CPT
Gonzalez, Hector A. CPT
Phillips, David C. CPT
Goggin, Sean D. CW4
Moore, Rucie CW4
Grady, Stephen T. CW3
Logwood, Clinton G. II CW3
Wagner, Robert M. CW2

The board reviewed a total of 30 applicants (17 commissioned officers and 13 warrant officers) per Military Personnel Message number 03-021. The FY03 board selected five commissioned officers and five warrant officers as primary (best-qualified) candidates. The board also identified an alternate candidate list consisting of seven commissioned officers and three warrant officers.

Prior to the board convening, AMB provided a copy of the U.S. Army XTP Memorandum of Instruction to board members. The board president stressed the importance of the XTP Program because of the complexity and risk levels that are inherent in experimental and developmental flight-testing and the significant investment the Army has in each candidate. He also stressed the importance of increased joint-service cooperation in the fidelity of each applicant's packet, to include endorsements from the field, because the packet serves as the only means available to determine the applicant's potential to qualify as an XTP.

The overall selection rate was 33 percent (10 best qualified of 30 applicants). AMB has sent written notification of board results to all considered officers. AMB

will award commissioned officers selected by the board the Additional Skill Identifier of 4M (Acquisition Candidate) and will subsequently manage the officer. The Warrent Officer Division will continue to manage board-selected warrant officers.

The board recommended the following changes redefining the commissioned officer application requirements be taken into consideration for the FY04 U.S. Army XTP Board:

- Commissioned officer applicants must have at least a bachelor's degree in an engineering discipline or a degree with an engineering- or science-heavy curriculum that includes the following academic courses: calculus I and II, classical physics, statics and dynamics (engineering mechanics), and computer science.

- Other desirable academic courses include differential equations, aircraft stability and control, thermodynamics, heat transfer, strength of materials, fluid mechanics, propulsion, vibration analysis, and aerodynamics and performance.

- Officers must be branch-qualified prior to closing date of packet submission to the board, and a copy of a branch-qualifying Officer Evaluation Report must be in the application packet.

- Officers must have a minimum of 200 hours of pilot-in-command time in rotary-wing aircraft.

There were no changes recommended for application requirements of warrant officers.

XTP selectees will serve in utilization assignments based on the needs of the Army. Initial tours will be served at the Aviation Technical Test Center, Fort Rucker, AL, or the Aviation Applied Technology Directorate, Fort Eustis, VA. USNTPS graduates will serve as XTPs or in organizational staff positions that directly affect the type, design, and configuration of Army aircraft.

For additional information, go to:

<https://www.perscomonline.army.mil/OPfam51/EXP.htm>.

Commissioned officers interested in applying should contact MAJ Keith Harvey at (703) 325-3128/DSN 221-3128 or e-mail Keith.Harvey@hoffman.army.mil. Warrant officers interested in applying should contact CW3 Kimberly Young at (703) 325-5228/DSN 221-5228 or e-mail Kimberly.Young@hoffman.army.mil.

FY04 White House Fellowship Program

The President's Commission on White House Fellows annually selects exceptionally promising individuals to serve as White House fellows. The White House Fellowship Program is an opportunity for soldiers to receive unique training and firsthand experience in the process of governing the Nation. Fellows write speeches, help

review and draft proposed legislation, answer congressional inquiries, chair meetings, conduct briefings, and otherwise assist high-level government officials. In the past, fellows have worked for the Vice President, the White House Chief of Staff, and the National Security Council.

Candidates for the White House Fellowship Program must progress through a highly competitive process. Applicants are expected to have a record of achievement in their careers, the skills necessary to serve at the highest levels of government, and above-average leadership potential. To be eligible for the program, officers must meet the following criteria:

- Be a U.S. citizen.
- Have no more than 19 years active federal commissioned service as of September 2004.
- Be available for a 2-year utilization tour following the fellowship.
- Be branch qualified at current rank.
- Have no adverse actions pending.
- Meet height and weight standards per Army Regulation 600-9, *The Army Weight Program*.
- Have a graduate degree.
- Have no Army educational requirements system utilization obligation at start of the fellowship.
- Have potential for future military service.
- Be competing solely for the White House Fellowship Program and no other Army-sponsored program, fellowship, or scholarship.

The U.S. Total Army Personnel Command's (PERSCOM's) Acquisition Management Branch (AMB) will conduct a review board in December 2003 to select Acquisition Corps officers for nomination to the program. Officers interested in applying for the program should go to the AMB Web site at:

<https://www.perscomonline.army.mil/OPfam51/WhiteHouseFellowship.htm>

Please follow the procedures listed for submitting an application. The suspense date for submitting applications is Dec. 1, 2003. Officers are encouraged to review and update their Official Military Personnel File (on microfiche) prior to submitting their application. Applicants should also verify with their assignment officer that all college transcripts and a current photo are on file at AMB.

PERSCOM headquarters will forward Army officer nominations to the White House Commission prior to Feb. 1, 2004. Regional finalists will be selected in March, followed by the selection of national finalists in May. The White House Commission is scheduled to announce the selected fellows in June 2004. The fellowship year runs from September 2004 to August 2005. This is followed by a 2-year utilization assignment that will begin in September 2005.

Officers incur an active duty service obligation (ADSO) for a period of three times the length of the fellowship. The ADSO begins the day after the fellowship is completed.

Additional information is available on the White House Fellowship Program Web site at:

<http://www.whitehousefellows.gov/home.html>.

FY05 Army Congressional Fellowship Program

HQDA has announced that the FY05 Congressional Fellowship Program will be conducted August 2004-November 2005. This program offers top Army officers an outstanding opportunity to receive valuable training and experience by serving as staff assistants to members of Congress. Fellows are typically given responsibility for drafting legislation, arranging congressional hearings, writing speeches and floor statements, and briefing congressional members for committee deliberations and floor debates.

The U.S. Total Army Personnel Command's Acquisition Management Branch (AMB) will conduct a review board in October 2003 to select Army Acquisition Corps (AAC) officers for the program. On Dec. 2-4, 2003, the Army Congressional Fellowship Selection Board will convene to review applications and make final selections. To be eligible for the program, officers must meet the following criteria:

- Hold the rank of major or lieutenant colonel with no more than 17 years active federal commissioned service as of Jan. 1, 2004.
- Be a graduate of the Command and General Staff College (resident or nonresident).
- Be branch qualified at current rank.
- Have no adverse actions pending.
- Meet height and weight requirements per Army Regulation (AR) 600-9, *The Army Weight Program*.
- Be available for a utilization tour immediately following the fellowship.
- Not be competing for any other sponsored program, fellowship, or scholarship.
- Have potential for future military service.

The Congressional Fellowship Program begins with an August-December 2004 HQDA orientation and attendance at the Force Integration Course and a variety of meetings and seminars. Following the orientation period, fellows serve as staff assistants to members of Congress from January-November 2005. After completing the program, officers incur an active duty service obligation of no less than three times the length of the fellowship (per AR 350-100) and must serve a 2-year utilization assignment in a position that requires knowledge of congressional activities.

To apply for the FY05 Congressional Fellowship Program, AAC officers should go to:

<https://www.perscomonline.army.mil/OPfam51/CongressionalFellowship.htm>.

Please follow the directions for submitting an application. The suspense date for submitting applications to AMB is Oct. 7, 2003.

Army civilians (GS-13 to 15 or equivalent pay-/broadband) are also eligible for the program. For details, go to: <http://cpol.army.mil/train/catalog/acfp.html>.

Additional information on the Congressional Fellowship Program is available at the Office, Chief Legislative Liaison Web site at:

<http://www.hqda.army.mil/ocll>.